

The US Army has equipped its supervisors and managers with one of the most flexible management tools available - "Award Recognition". By prioritizing employee recognition you can ensure a positive, productive, innovative organizational climate. People who feel appreciated are more positive about themselves and their ability to contribute. People with positive self-esteem are potentially your best employees.

Employee's under investigation, who have disciplinary performance-based action pending, had disciplinary action taken against them in past 120 days, or have been involved in unlawful discrimination, are not authorized to receive performance or achievement awards.

To determine an employee's eligibility or for more information on award recognition, contact your serving LMER Specialist.

**Regulatory/Legal Basis for awards:**

5 USC CODE, CHAPTERS 45, 53, AND 54

5 CFR, PARTS 430, 451, AND 531

DoD 1416.4, 1432.2, 5120.15, 5120.16

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**Department of the Army Civilian Awards:**

The following medals may be awarded to Department of the Army civilian employees to recognize high levels of performance and service. The Awards Hierarchy Chart compares top civilian and military awards by approval level. Following are brief descriptions of each decoration. They are listed in hierarchical order from the highest to the lowest, except for the humanitarian award. For a detailed description of each award, click on the underlined title.



### Armed Forces Civilian Service Medal

Established to recognize the contributions and accomplishments of the DOD civilian workforce who directly support the military forces, when those members are engaged in military operations of a prolonged peacekeeping or humanitarian nature.

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### Decoration for Exceptional Civilian Service

For clearly exceptional performance of duties, exceptional achievement of major significance, providing outstanding leadership, or exhibiting great courage.

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### Meritorious Civilian Service Award

For performance of duties in an exemplary manner, demonstrating unusual initiative and skill, achieving outstanding results, or exhibiting unusual courage in an emergency.

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### Superior Civilian Service Award

For superior service or achievement, or heroism of a lesser degree than that recognized by the Meritorious Civilian Service Award.



### Commander's Award for Civilian Service

For performance of duties in an outstanding manner, demonstrating initiative, skill and leadership in performing assigned duties, demonstrating courage or rendering service resulting in favorable local publicity.



### Achievement Medal for Civilian Service

For noteworthy achievements that are of lesser degree than that recognized by the Commander's Award for Civilian Service.



Civilian Award for Humanitarian Service

For significant "hands-on" participation in an act or operation of a humanitarian nature directed toward an individual or groups of individuals.



Laurel Leaf Cluster

A bronze, silver, or gold cluster of three laurel leaves and berries, symbolizing civilian honors and achievement, is attached to the ribbon of honorary awards, signifying the second, third, and fourth award of the same medal.

**Superior Accomplishment Awards:**

**Special Act or Service Award**

**On-the-Spot Cash Award**

**Time Off Award**

**Performance Award**

**Honorary Awards (These awards are listed in hierarchical order from the highest to the lowest):**

**Secretary of Defense Medal for the Defense of Freedom**

**Secretary of the Army Award for Valor**

**Decoration for Exceptional Civilian Service**

**Meritorious Civilian Service Award**

**Superior Civilian Service Award**

**Commander's Award for Civilian Service**

**Achievement Medal for Civilian Service**

**Certificate of Appreciation for Patriotic Civilian Service**

**Civilian Award for Humanitarian Service**

**Certificate of Achievement**

**Armed Forces Civilian Service Medal**

**Public Service Awards (These awards are in hierarchical order from the highest to the lowest):**

**Decoration for Distinguished Civilian Service**

**Outstanding Civilian Service Award**

**Commander's Award for Public Service**

**Certificate of Appreciation**

**Awards by Non-Federal Organizations:**

**Arthur S. Flemming Award**

**GEICO Public Service Award**

**Roger W. Jones Award for Executive Leadership**

**National Public Service Awards**

**DoD and Presidential Awards:**

**The President's Award for Distinguished Federal Civilian Service**

**Department of Defense Distinguished Civilian Service Award**

**DoD and Presidential Public Service Awards:**

**Presidential Medal of Freedom**

**Presidential Citizens Medal**

**Department of Defense Medal for Distinguished Public Service**

**Secretary of Defense Award for Outstanding Public Service**

**Decoration for Distinguished Civilian Service**

**Department of Defense Meritorious Award**

**Miscellaneous Awards and Information**

**Invention Awards**

**Career Service Recognition for Civilian Employees**

**William H. Kushnick Award**

**John W. Macy, Jr. Award**

**Nick Hoge Award**

**Zachary and Elizabeth Fisher Distinguished Civilian Humanitarian Award**

